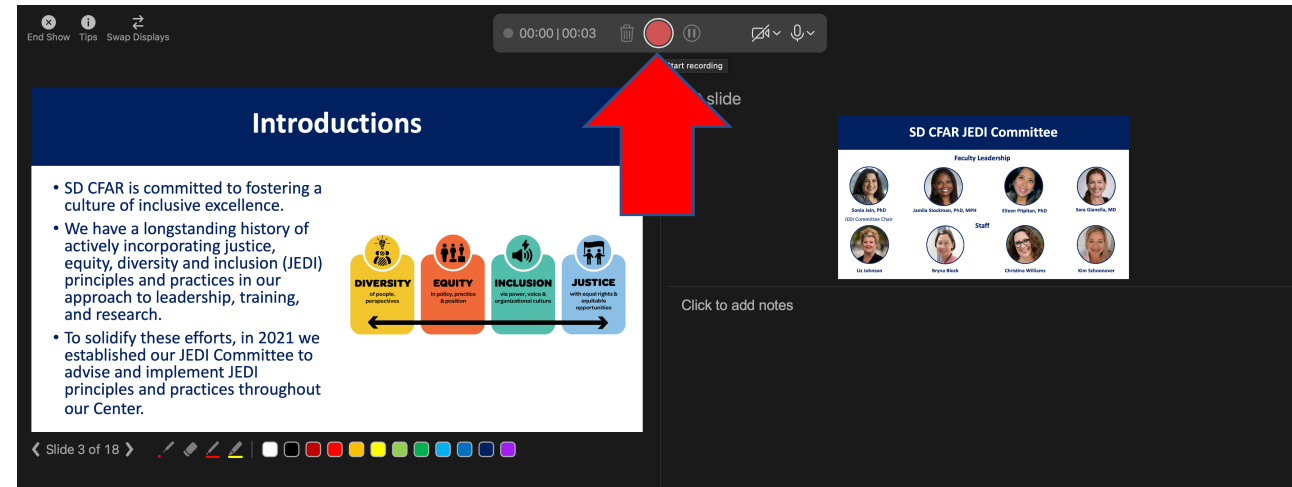


Recording instructions

- Navigate to the slide you wish to record
- Select **Slide Show** from top menu bar, then **Record Slide Show**
- Click the **red button** to start recording. A 3-second countdown will begin.
- If you wish to re-record, click the trash icon next to the red button or exit the recording screen and delete the speaker icon on the slide.





Justice, Equity, Diversity and Inclusion (JEDI) Committee

cfar.ucsd.edu



- SD CFAR is committed to fostering a culture of inclusive excellence.
- We have a longstanding history of actively incorporating justice, equity, diversity and inclusion (JEDI) principles and practices in our approach to leadership, training, and research.
- To solidify these efforts, in 2021 we established our JEDI Committee to advise and implement JEDI principles and practices throughout our Center.

SD CFAR JEDI Committee

Faculty Leadership



Sonia Jain, PhD

JEDI Committee Chair



Jamila Stockman, PhD, MPH



Eileen Pitpitan, PhD



Sara Gianella, MD

Staff



Liz Johnson



Bryna Block



Christina Williams

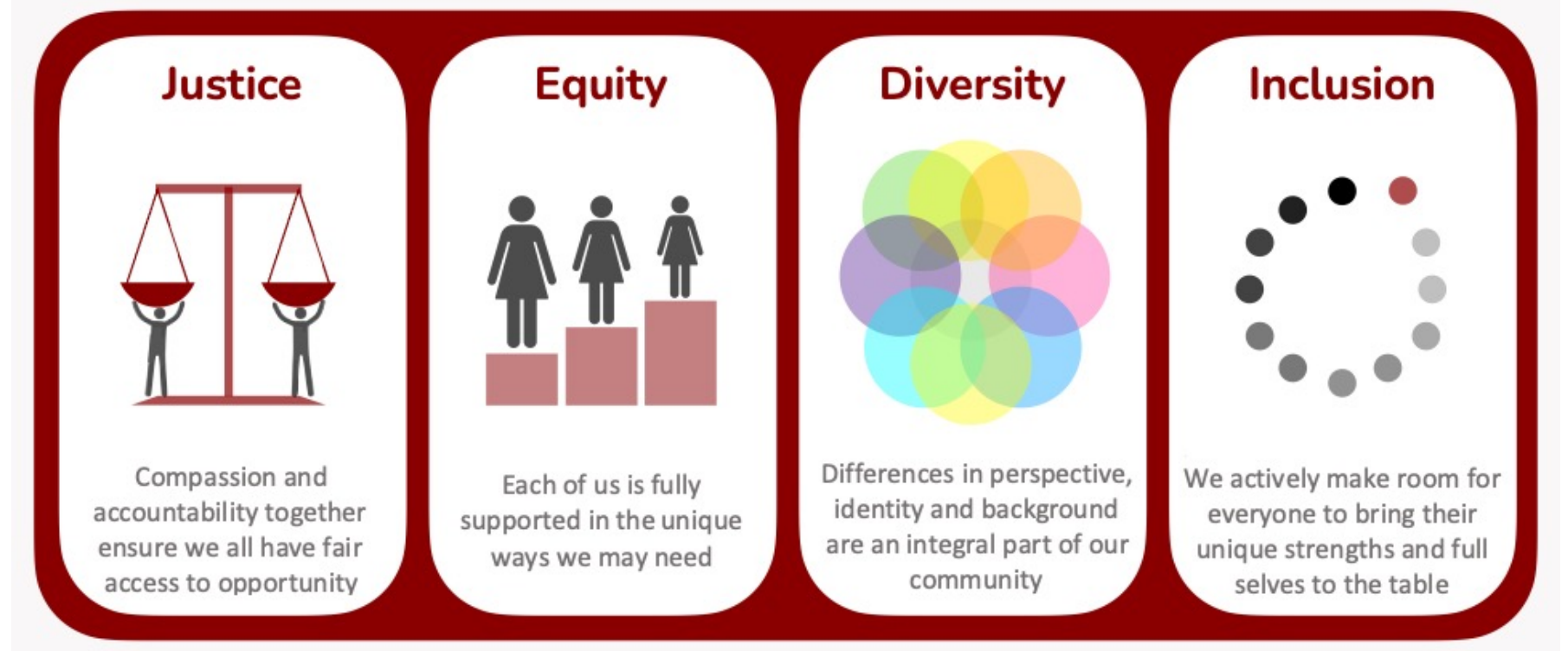


Kim Schoonover

Why a JEDI Committee?

What is JEDI?

Justice
Equity
Diversity
Inclusion



The goal of our JEDI Committee is to ***advance JEDI principles and practices within SD CFAR*** as well as ***build community***.



Equity vs Equality

Equity is about creating systems where everyone can thrive. People don't get the same things; they get what they need.

Inequality

Unequal access to opportunities



Equality?

Evenly distributed tools and assistance



Equity

Custom tools that identify and address inequality



Justice

Fixing the system to offer equal access to both tools and opportunities



Recreated from [Tony Ruth](#)'s depiction of Shel Silverstein's The Giving Tree



Summary of 2022 SD CFAR JEDI Pulse Survey

- 80% of respondents indicated that they consider themselves a member of a marginalized gender identity, sex, disability, race, ethnicity, or religion.
- 60% of respondents indicated that they have experienced negative experiences within their institution related to their identity/identities.
- Respondents agreed that:
 - If they raised a concern about discrimination, they were confident SD CFAR would do what is right.
 - The culture of SD CFAR is accepting of people with different ideas.
 - There is respect for individuals and groups with various cultural differences at SD CFAR.
- Concern was voiced that our institution (not necessarily SD CFAR) puts policies into place because they have the appearance of positive change but then don't study the impact on URM. An example is the first name only policy.

Summary of 2022 JEDI Pulse Survey Cont.

- **Activities the JEDI Committee should offer**
 - Seminars: 71%
 - Affinity Groups (e.g., Women in HIV Research and LGBTQA+ in HIV Research): 57%
 - Themed Journal Clubs: 57%
 - Discussion Groups: 43%
- **What other activities should the JEDI Committee support?**
 - Unconscious bias training (2 responses)
 - Retreats: Anti-racist training, not just 30 minutes, real work
 - Change needs to happen at a higher level to change practices and policies.
 - Why is the onus continually placed on junior faculty and URM? Across the country we have seen these approaches (discussion groups, seminars) cause unintended harm to URM as it may activate bias and spark backlash.



Guiding Questions for Our Work



- What barriers and institutional challenges we can work on in SD CFAR?
- What are the priority areas and activities we should focus on to advance JEDI in SD CFAR?
- What would it take to more fully engage faculty, staff, students and volunteers in the process of advancing SD CFAR JEDI?

Support our efforts!

- To learn more about the SD CFAR JEDI Committee and its work, visit the website at cfar.ucsd.edu/who-we-are/JEDI or contact cfar@ucsd.edu.
- Participate in Listening Sessions, Affinity Groups, surveys and other activities.
- If you have additional suggestions, resources, or information you'd like to share, please contact:
 - Sonia Jain at sojain@health.ucsd.edu or Liz Johnson at liz@health.ucsd.edu.

— thank you —